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## Who is Rothwell?

What motivates someone who's already spent 35 years in private business to assume the headaches of the state's largest agency? Why give up a comfortable living to tackle a very tough job, especially during one of the fastest changing and most tumultuous times in the agency's history?

John Rothwell answered that question more than once as he meets with contractors, legislators and employees to carry out ambitious plans for reorganizing and redirecting the agency.

"One thing I can say—it hasn't been boring," Rothwell quipped recently during a series of characteristic rapid-fire phone calls to a legislator, then the governor's office, then staff, then the governor's office again. He's quickly earned the respect of the legislature and the people he works with, jumping in with both feet to a seemingly unending array of problems and controversies.

Always one of the first to arrive and the last to leave the office, he can usually be found there Sunday afternoons as well, preparing for hearings or meetings or speeches and handling the mountains of paperwork that come with the job.

"Let me share a little of my philosophy with you on that," he often says, as he opens another round of now countless discussions about department policies and practices.

## Director Confirmed

John Rothwell, former chairman of the State Tax Appeals Board (STAB), was confirmed February 13 by the Senate as Director of the Montana Department of Highways.

Rothwell's work with STAB was praised by Governor Stephens, who said "John's management ability was exhibited during his tenure at the State Tax Appeals Board. He provided the office with 20th century tools, removed an excessive backlog of taxpayer appeals and saved Montana's taxpayers over \$90,000 through greater efficiency and reduced spending. He'll apply these same management skills to streamlining the operations at the Department of Highways and preparing the agency for its move into a Department of Transportation."

The governor added that Rothwell had contracted with the department since September 1, assisting former Director Larsen with an internal reorganization plan. When Larsen resigned, Rothwell was asked to assume the duties as director.

Rothwell, a Great Falls native, is the owner and operator of Gus and Jack's Tire Shop and RV Center, Great Falls. His son now runs the business. Rothwell is a 1959 accounting graduate of Montana State University and a 17-year veteran of the Montana Air National Guard. ♦



John Rothwell

People such as newly appointed Operations Division Administrator Gary Gilmore and Engineering Division Administrator Gordon Larson spend hour after hour around the director's conference table—discussing and debating the big issues, then hashing over the nuts and bolts, back and forth, as they work to improve the state highway department.

Here are some highlights of a busy few months:

- The agency's \$300 million annual budget request is moving very smoothly through hearings in the legislature. Even while budget numbers change, then change again, the credibility of Rothwell and Bill Salisbury, Administrative Services Deputy Director, make for relatively painless budget hearings.

Funding after 1993 or '94 is tenuous, but the department will have one of the biggest construction programs in the state's history over the next couple of years. And staffing levels will remain at the current level or slightly higher.

(continued on next page)

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## FROM THE EDITOR

It's been quite a long time since publication of the *Interchange*. But recent changes in staffing and priorities under the new director lead to this February edition, the largest in many years.

I mention the change in priorities because it's central to the new way of doing business under Director John Rothwell. Rothwell puts a high priority on communication as a tool to improve service to the public and the other agencies and businesses we work with every day.

Many changes, big and small, are underway at the department. And those changes won't be effective without support and understanding from employees across the state.

This edition of the *Interchange* also includes the new organizational chart recently approved by the director and Governor Stephens. The changes are pretty dramatic—the GVV Division, for example, is now under Gary Gilmore, Administrator of the Operations Division. Gary is also responsible for maintenance and the districts. GVV compliance personnel will answer directly to the District Engineers, something it's hoped will provide a better fit with other district functions and establish clear lines of authority and accountability.

The new organizational structure also puts construction and maintenance under the same heading, something that's long been advocated for these dissimilar, but related functions.

It's our intent that you'll be seeing the *Interchange* much more frequently. (continued on page 4)

(continued from front page)

- A study of statewide maintenance section houses, equipment and staffing recently led to controversy, as legislators heard from constituents of pending layoffs and section closings. Rothwell and Engineering and Operations Deputy Director Tom Barnard are adamant that no permanent employees will be laid off and that privatization—turning work over to private business—will be pursued slowly and carefully.

But rumors of layoffs gained credibility in a series of misleading news stories. And one of the unions representing highway department employees jumped at the opportunity, distributing a flyer and inflammatory

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### ***"Everything in the flyer was incorrect . . ."***

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headlines claiming the department deliberately withheld news of layoffs, and promising to "heat up a campaign to let our communities know about plans to reduce services to our citizens."

Everything in the union flyer was incorrect—based on rumors and wrong assumptions, Rothwell said. He met with a union representative the following day to set the record straight and demanded a retraction.

Improved service is the *main reason* for the study, Rothwell said. Much has changed since the maintenance sections were established, and it only makes sense to look at the "lay of the land" from time to time to see how things are working. But the idea of layoffs is "hogwash," he said. Negative impacts on permanent employees will be kept at a minimum, he said, as plans are made to consolidate a handful of maintenance sections and build a few more—only where it makes sense for improved service and response time.

- Such controversies underscore the importance of communication and the difficulty in achieving good communication, Rothwell said. One of his first projects was to develop a

mission statement for the department that emphasizes the importance of communication and the contribution of every employee. (opposite page)

- Recent incidents prompted a review of department discipline policy, with a committee expected to recommend changes by the end of the month. Rothwell said he insists the policy must treat everyone alike, new employees and old. The parameters are going to be clearly defined, he said, and there won't be a different policy for the "good ol' boys." Experience in the private sector convinced him older employees are just as likely to be caught "with a hand in the till," something that simply can't be tolerated.

- Governor Stephens recently announced Montana has joined with South Dakota in hiring professional help in Washington, DC, to ensure rural states continue to receive a fair share of federal highway funds.

Rothwell and his predecessor Larry Larsen were successful in keeping the issue of federal highway funding high on the governor's agenda, as well as that of the congressional delegation. News from recent meetings of the National Governors' Association and the highway and transportation officials (AASHTO) has been positive, Rothwell said. And although it will be difficult to "stop the steamroller," he said, the drastic changes being proposed aren't a "done deal."

- "We've got their attention" on pay plan issues, Rothwell said, referring to the legislature and the administration. The new director has been

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### ***"We've got their attention on pay plan issues . . ."***

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fighting for improved salaries for employees since arriving on the job, explaining the pay problems to



legislators in terms it's hard to argue with and stumping for improvements in both the short and long term.

He argues that if pay issues aren't dealt with more fairly, the department ought to be exempted from the current classification system and be allowed to address pay inequity on its own. Low salaries will end up costing the department more, he said, since jobs that can't be filled due to low salaries must be covered by consultants. And consultant costs can be more than twice as high to do the same work, he said.

- Rothwell travelled to British Columbia with department and governor's office staff in December to look at their experience in privatizing highway maintenance and came back convinced that wholesale privatization would cost the state

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### ***"Wholesale privatization would cost Montana dearly."***

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dearly. Costs in British Columbia nearly doubled, he said, and that's far too high a price to pay for the philosophy that more work ought to be done by the private sector.

Rothwell said the department will continue to look at expanding the amount of work that's now contracted to private businesses. Paint striping, pavement patching, mowing and some traffic signal maintenance may be candidates, he said, but only where the work can be done more cheaply or efficiently. Pilot programs in one or two districts will likely precede any move to privatize, he said, and the impact will be primarily on temporary staff.

He emphasized, as Governor Stephens has in the past, that no one in a permanent job will be laid off—no one. ❖

## **Our Mission**

**Our mission** is to serve the public's need for transportation by providing quality roads and bridges. These facilities must be safe and provide efficient access throughout the state.

**In pursuing our mission**, we value the contribution of employees and respect every employee as an important member of the team. We strive to provide clear expectations and effective training.

**We value** open and honest communication with the public, businesses and government agencies.

**We are guided in our mission** by a firm commitment to public service and the wise use of resources.

**Our aim** is to:

- be businesslike, responsible and courteous;
- administer laws fairly and uniformly;
- ensure well-maintained roads and rest areas; and
- encourage public involvement.

**Our state road and bridge system** is planned and maintained to complement Montana's natural beauty and to help spur economic development. We judiciously use our resources to minimize overhead costs and to consistently produce sound, cost-effective projects.

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*Mission Statement of the Montana Department of Highways, adopted November 1990.*



**Employee Recognition Award Winners—Front row:** Kenneth Neumüller, Ken Foran, Mike McDonald, Jim Powell, Frank Morgan, Steve Garrison, Charlie Eddelmon, Richard Peterson.

**Middle row:** Carolyn Knuckles, Sandra Straehl, Ray Grant, Jerry Toner, Martin Lomahukluh, Cy Chareunsi, Deanna (DD) Imeson, Thomas Siroky, Tony Holstein, Jay Donley, Edward Foy, Patricia Letendre.

**Last row:** Neale Sikveland, John Trehwella, Larry Williams, Cliff Dunn, Zachary Hunter, John Blacker, Norman Kerr, Tammy Erickson, Jim Culbert, Tim Shea, Ray Mengel, Ray Halvorson, Dennis Foy, James Anderson, Loran Frazier, Patrick Hastie, Sonny Trusty.

*From the Editor (continued from page two)*

There'll be more news of what's going on throughout the department—news about issues that affect you and your work.

We're also making plans for other ways of providing more direct communication between the department's administration and employees state-wide. Again, the intent is to promote better understanding and clear expectations.

As someone pointed out recently, clear communication is a goal that can never be fully achieved—human nature being what it is. But we're certainly going to pursue that goal, regardless.

I urge you to take notice of the mission statement printed on page 3. Cut it out if you'd like and put it on your desk or wall. Such a statement sets very basic "ground rules" and should provide a sense of direction that can set the stage for a better department and more satisfying working conditions. ♦

## Selecting Consultants

Consultant services are the subject of a new policy that's expected to save money and improve contract performance, according to Executive Staff Assistant Bill Zucconi.

He said the department is forced to rely more on consultants, since employees—especially engineers and other professionals—can't be hired at the wages the state is willing to pay. He said the sharp increase in federal highway funding announced in late November (see page 4) demands that some of the work be done by consultants.

Internal procedures are being adjusted so the department can exert more control in selecting consultants and monitoring performance, he said. Cost proposals are being requested from a short list of consultants pre-qualified in the early stages of the selection process, he said.

Zucconi points to an instance in which the department saved several hundred thousand dollars on a pend-

ing consultant contract—simply by making better use of the process.

Director Rothwell is seeking authority to convert money budgeted to consultants into employee salaries, if employees can be hired to do the work. But, he said, consultants will be picking up a share of the work load in order to meet the time requirements attached to the additional federal funding. It'll cost more, he said, but low salaries have put the department "in a jam" that will be tough to get out of. ♦

## Construction Program "Up" Again

The high level of highway construction in Montana will continue through at least 1993, according to Bob Champion, Program Development Deputy Director. Champion said the "spend down" of the large balance in the federal Highway Trust Fund gave Montana a \$20 million shot in the arm in 1991. The high level is expected to continue through at least 1993, he said.

Reconstruction Trust Fund contract lettings will be reduced slightly from 1990, but the combined federal and state construction program should still continue at about \$150 million in '91, '92 and '93, he said. That level is a little lower than the record set in 1990, but is significantly higher than the average over the last decade. ♦

## Career Ladder Plans

The department is developing a career ladder policy for those working in design positions in the districts and Helena, according to Gordon Larson, Engineering Division Administrator.

A task force was formed to propose ways to train and promote design personnel and provide for vertical and horizontal moves with the career ladder, he said. Dick Letang, Great Falls District Personnel Specialist, heads the task force.

Larson said Letang will also be working on a program for field construction personnel while on temporary assignment in Helena.

In a related issue, Larson said consultants are being used to develop a

construction orientation package for new or temporary hires in field construction. Video-based courses in seal and cover and in plant mix inspection are also being developed, he said. ♦

## New Executive Staff Assistant Chosen

Bill Zucconi, an architect and former consultant, is the new Executive Staff Assistant to Director John Rothwell.

Zucconi brings over 30 years of design and consultant experience to the department, including extensive work with engineers, contractors, computer-aided design systems and fiscal management, according to Rothwell. His last project before joining the department was the \$10 million renovation of Butte High School.

Zucconi was hired for his excellent technical background in facilities and contract management, according to Rothwell.

A Missoula native, Zucconi lived in Great Falls until moving to Helena in December of 1990. He's a 1958 graduate of Montana State University in Bozeman with a BA in architecture. ♦

### Note of thanks to highway department employees:

*I want to thank you all for your support when I had my heart attack and surgery (last April). Your cards, phone calls, money and sick leave time were a great help. God bless the greatest people I know.*

**Bob Harding**  
Building Maintenance, Helena



# Retirements

□ Robert Ewing of the Construction Bureau in Helena retired in March of 1990 with over 43 years of service with the Department of Highways. Others retiring in 1990 or 1991 with over 30 years: **Erwin D. Dunbar**, Bozeman, 41 years, 6 months; **Frank J. Verbanac**, East Helena, 39 years; **Richard Fransen**, Great Falls, 38 years, 4 months; **Robert D. McKenzie**, Rexford, 37 years, 6 months; **Lowell P. Bradshaw**, Drummond, 37 years, 1 month; **Donald D. Gruel**, Helena, 35 years, 4 months; **Irvin C. Broell**, Wilsall, 35 years, 3 months; **Gerald W. Stabio**, Chinook, 35 years; **J. C. Clemmer**, Glasgow, 34 years, 10 months; **Neale E. Sikveland**, Circle, 34 years, 8 months; **Frank A. Robinson**, Great Falls, 34 years, 7 months; **Marvin D. Ross**, Missoula, 34 years, 1 month; **Robert T. Wilson**, Butte, 33 years, 7 months; **Keith E. McClain**, Bigfork, 33 years, 7 months; **Teddy H. Deschamps**, Alberton, 33 years; **John T. Mital**, Belt, 32 years, 11 months; **Darrell V. Hoover**, Glendive, 32 years, 8 months; **Robert T. Charlton**, Billings, 31 years, 11 months; **James L. Green**, Plains, 31 years, 8 months; **Walter J. Erickson**, Silver Bow, 31 years, 6 months; **W. Glenn Tonkin**, Great Falls, 31 years, 2 months; **Dean A. Klakken**, Hamilton, 30 years, 10 months; **Robert W. Disney**, Helena, 30 years, 9 months; **Jack R. Ranta**, Bozeman, 30 years, 5 months.

□ Those with over 20 years include: **John W. Bahnsen**, Helena, 29 years, 10 months; **Charles W. Klimper**, Billings, 29 years, 9 months; **Thomas F. Dartman**, East Helena, 29 years, 7 months; **William H. Larson**, Helena, 29 years, 7 months; **Leonard C. Mahlum**, Clancy, 29 years, 1 month; **Robert T. Rask**, Helena, 29 years; **Jerry Branum**, Livingston, 28 years, 9 months; **Cleo R. Sandlin**, Helena, 28 years, 4 months; **Kenneth L. Martello**, Helena, 27 years, 10 months; **John I. Dahl**, Helena, 27

years, 7 months; **Russell R. Yarnall**, Butte, 27 years, 5 months; **Leonard H. Nygaard**, Cut Bank, 27 years, 3 months; **Harold R. White**, Augusta, 27 years, 3 months; **Leo C. Fowler**, Laurel, 27 years, 1 month; **Gary L. Schara**, Glendive, 27 years; **Maurie D. Bahnsen**, Helena, 26 years, 7 months; **Richard E. Allen**, Great Falls, 26 years, 5 months; **Earl G. Murphy**, Helena, 25 years, 8 months; **Kenneth F. Skoog**, Helena, 25 years, 3 months; **Gary L. Carmony**, Helena, 24 years, 11 months; **Gregory A. Jackson**, Bellingham, WA, 24 years, 11 months; **Herbert W. Bauer**, Clancy, 24 years, 1 month; **Irvin J. Yost**, Big Timber, 24 years, 11 months; **Melvin J. Stocker**, Dillon, 24 years, 7 months; **Gary A. Dillree**, Lincoln, 24 years, 4 months; **Hoyt G. Dubois**, Denton, 24 years, 1 month; **Elaine M. Reeves**, Great Falls, 24 years; **Charles L. Stephens**, Great Falls, 23 years, 5 months; **Eldridge E. Bailey**, Billings, 22 years, 4 months; **Stanley A. High**, Missoula, 22 years, 4 months; **Norman W. Jensen**, Noxon, 21 years, 4 months; **Joe W. Finch**, Great Falls, 20 years, 6 months; **Charles F. "Zip" Rigler**, East Helena, 20 years, 4 months.

□ Others recently retiring include: **Albert O. Nixon**, Libby, 19 years, 11 months; **Clifford Farrington**, Bozeman, 19 years, 7 months; **Keith S. Nelson**, Lodge Grass, 18 years, 11 months; **Herbert Middlesworth**, Shelby, 18 years, 8 months; **Leroy H. Peterson**, Butte, 18 years, 7 months; **Donald E. Quinlan**, Forsyth, 18 years, 4 months; **Alton D. Loken**, Billings, 17 years, 10 months; **Irvin E. Steinert**, Lewistown, 17 years, 7 months; **Robert E. Nicely**, Missoula, 17 years, 7 months; **Emily R. "Mert" Sherlock**, East Helena, 16 years, 9 months; **Leonard W. Paradis**, Libby, 16 years, 6 months; **Alex G. Yenny**, 16 years, 5 months; **Kenneth L. Larson**, 16 years, 2 months; **Robert S. Pourroy**, Choteau, 12

years, 6 months; **Henrietta C. Cook**, Helena, 12 years, 5 months (highways); 16 years, 3 months (other); **Robert G. Nugent**, Butte, 12 years, 3 months; **Marilyn Lindsay-Brass**, Helena, 12 years; **Robert E. Hector**, Billings, 12 years; **Jerome W. Toner**, Helena, 10 years 11 months (highways), 10 years, 8 months (other); **Charles R. Zottnick**, St. Regis, 10 years, 7 months; **Philip J. Krisk**, Butte, 9 years, 1 month; **Ross E. McAlpin**, Bigfork, 7 years, 11 months; **Gerald F. Oster**, Lolo, 6 years, 2 months; **William M. Taliaferro**, Helena, 6 years, 1 month; **Leila Williams**, Great Falls, 5 years, 10 months; **Norman W. Savage**, Helena, 5 years, 3 months.

## Service Awards

Service awards were presented in 1990 and 1991 to :

**40 years:** Jack R. Ricker.

**35 years:** Harold G. Lindquist, Irvin C. Broell, William D. Kaufman, Victor J. Harmon, Gerald W. Stabio, Hubert J. McKenzie, Clarence L. Swanson, Hugh J. Dougherty, Robert J. Crants.

**30 years:** Victor A. Wolf, Warren L. Pitman, Larry E. Nistler, Fred J. Wanner, Jr., Philip L. Colbert, Harold C. Juell, Jerome E. Dyba, Victor L. Holsapple, David J. Morgan, Charles K. Ramsey, Steve D. Stephenson, Arthur D. Anderson, Norman E. Hobby, Leonard C. Mahlum.

**25 years:** Victor Buerkle, Gerald L. Knudson, John I. Dahl, Roger E. Blossom, Harold J. Merwin, Donald L. Fiske, Rodney W. Grinde, John J. Wright, Gordon E. Giulio, Karl P. Overlie, Donald F. Williams, Dennis F. Shanks, Darrel L. Linner, Thomas R. Siroky, David J. Wollan, Robert A. Garber, Richard E. Counter, John W. Lewis, James M. Ballard, Robert D. Eggebrecht, Larry W. Salin, Kenneth R. Sampson, Edward A. Kenison, Terry L. Copenhaver, Richard E. Shaw, Bruce H. Barrett, Gordon J. Stuhr, William Price, Irvin J. Yost. *(continued on next page)*

# Service Awards

(continued)

**25 years:** Gordon J. Stuhr, William Price, Irvin J. Yost, Eugene K. Hanson, James L. Cloninger.

**20 years:** Jay M. Ramlo, Gordon J. Stockstad, Eulalia M. Larson, Merrill L. Rutherford, Gary L. Homseth, Lesley G. Peterson, Kenneth H. Neumiller, Donald W. Cromer, Thomas E. Martin, Dennis P. Foy, Richard Walstrom, William J. McMullin, James R. Grace, Gale R. Barton, John P. Kane, Donald F. Egosque, Dick R. McIntyre, Robert J. McEachern, Garry A. Cotant, Jack L. Wilkinson, Paul E. Pavlak, Vicky A. Koch, James R. Leary, Samuel A. Naseem, Stephen R. Krakau, George E. Periman, Kurt L. Frette, Larry K. Greufe, Ronald W. Durfey, Robert J. Vonada, James T. Weaver, John C. Reilly, Jr., Henry J. Hubert, Roger C. Bundy, Dennis P. Leo, Douglas E. Lutke, Daniel C. Ferestad, Michael J. Langenfus, Robert D. Morgan, William S. Strizich, John M. Davey, Martin C. VanMil, Albert O. Nixon, Franklin D. Kluesner, Patrick J. O'Connell, Dale L. Flinders, Jimmy D. Jewett, Bradley J. Bruce, Michael J. Wright.

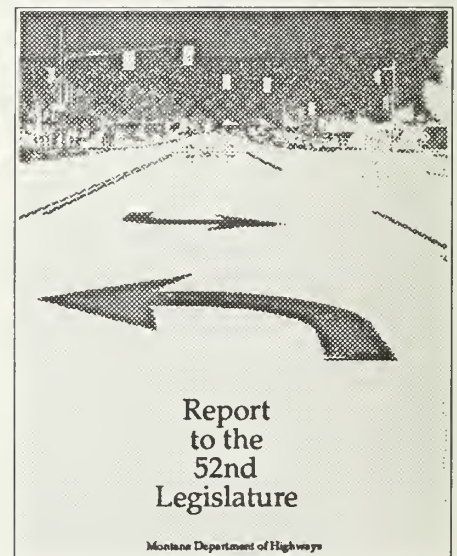
**15 years:** Richard K. Lewis, Michael E. Moody, Terry C. Cook, Leslie V. Pallett, Jr., Timothy C. Cail, Stephen J. Keebler, Ben F. Juvan, Dale A. Hancock, James C. Roberts, William F. Richards, Paul L. Breidenbach, Randy R. Baum, Nicholis J. Kosorok, James P. Kearney, Anthony G. Cerovski, Earl W. Johnston, Michael S. Hovan, Randal R. Pisk, Randall J. Sekora, John K. Trehwella, Kirk J. Fleming, Allen L. Jimison, Stephen J. Lambert, Edmond A. Blaylock, Charles F. Durkin, William J. Grmoljez, Russell L. Albers, Charles E. Hawn, L. Travis Smith, John U. Quist, Greg L. Teberg, Marvin L. Kelly, Kerry B. Robertson, Patrick G. Brannon, Tim Shea, Paul A. Rask, Donald E. Johnson, James D. Kelley, Eldon D. Wildey, Quentin L. Miller, Robert J. Bukvich, Leon H. Elbert, Larry E. Floerchinger,

Lowell C. Hallock, Ted R. Higgins, Cecil R. Stocks, Myrna M. Bouchey, Kenneth Broere.

**10 years:** John W. Cornell, William B. Herman, Edith M. Weaver, Kenneth D. Elgen, Jerome W. Toner, Michael J. Murphy, Larry J. Connell, David R. Slough, Carol A. Gleason, Dorothy Ann Cail, Bryan K. Vieth, Jr., George L. Mattfeldt, Paul Steven Eggum, Clifford D. Pollert, Gary D. Larson, John T. Boyle, Richard J. Ranf, Jeffrey P. Meyer, Timothy John Morris, Jack G. Mortensen, Donald M. Reinhard, John R. Shaul, Njadjl T. Sikveland, Debra Ann Johnke, Marjorie Blewett, Paul R. Ferry, Douglas W. Cotnoir, Charles R. Zottnick, Robert K. Weber, Jerome P. Collins, Ronald W. Reece, Kevin F. McCray, Robert W. Modrow, Mark A. Wissinger, Kevin G. Bruski, Jerry L. Dupler, Keith D. Decker, Douglas J. Martin, Debra J. Williams, Catherine A. Wingard, Wallace E. Lockington, Daniel B. Wood, William S. Lose, Ray L. Sacks, Shirley M. Netteberg, Russell J. Sutton, Steven Paul Koelzer, Julie Ann Sanders, Elizabeth Collinson-Smith, Eugene M. Danicich, George L. Swartz, James M. Cearley, Casey S. Ballard, James P. Aakre, John N. Haas, Cathy J. Kovich, Orpha Drake, Jr., William F. Lintner, Walter F. Linderman, Nancy A. Ostle, Floyd D. Webb, Dean L. Moore, Deanna S. Imeson, Carol L. Cook, Robert J. Lubick, Matthew J. Pattinson, Verna J. McKay, Carl Lee Gress, Mary Ann Bahnmler, Donna Z. Campbell, Peggy S. Cummings, Randy W. Davies, Jerry S. Gutowsky, Mark A. Petersen, J. Scott Reesman, Donald J. Tamietti, Dennis T. Wilson, Charles J. Reynolds.

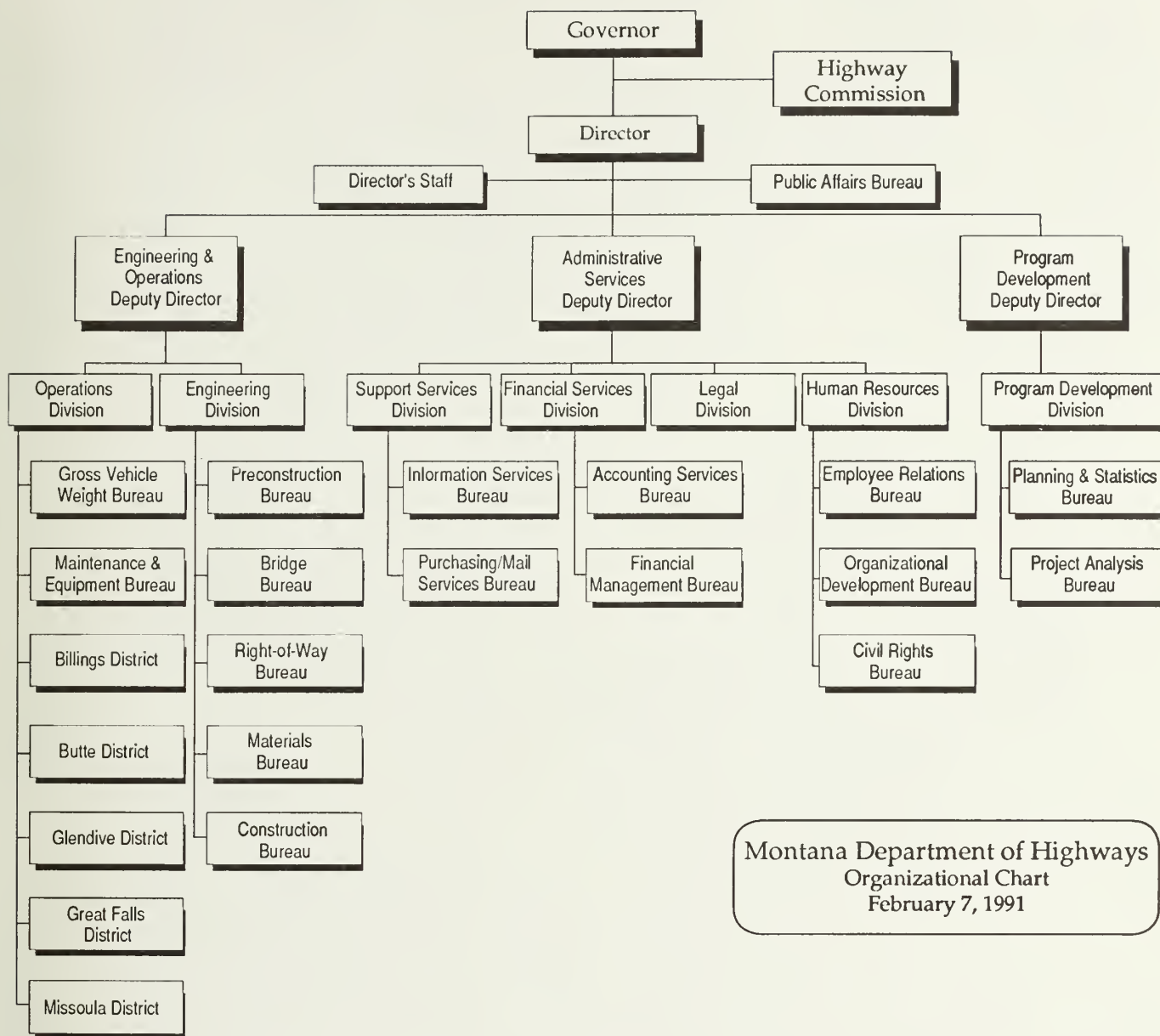
**5 years:** Tracy L. Grubb, David A. Schoessler, David L. Haas, Shirley A. McLaren, Mathew A. Rick, Jr., Gary W. Engman, Harold G. Woodhouse, Carol A. Crosby, Ken E. Jeppesen, Deborahlynn Madsen, Russ C. Sherman, Terry R. Stewart, Thomas G. Steyaert, Donald K. Hauge,

Robert M. Schonsberg, Dale A. Dotson, Brad E. Berthelson, John E. Maze, Joe R. Kuntz, Sandra Straehl, Alyce M. Fisher, Keith A. Virga, Douglas C. Landers, Susan Hetherington, Tamara G. Norwood, W. Patrick Ernst, Scott T. Amundson, James L. Anderson, Gary R. Abbott, Kevin D. Thielmann, Joe B. McCormick, James C. Slaska, Roger L. Warner, Leroy L. Wilson, Lyla F. Frasier, Edward L. Jelinek, Karen A. Tyler, Lowell L. Trusty, William L. Amott, Tracy L. Grubb, Vern E. McCants, Barbara G. Martin, Harry L. Liss, Page E. Anderson, Almus G. Casey, Jr., Randall D. Stanhope, Rosemarie Pahl, Wanda J. Walks, David R. Zeigler, Scott A. Keller, David B. Green, Donald M. Rasmussen, Samuel G. Bartell, David E. Brownlee, Gary L. Lundman, Pamela R. Aldridge, Darren J. Short, Aaron E. Snyder, David L. Strand, Martin D. Brinkema, Dennis Jay Grimm, Arthur L. Mann, Richard E. Weed, Kenneth E. Witzel, Patrick T. Romanchuk, George M. Roat, Jr., Ralph A. Parker, Larry A. Melton, Dick A. Toavs, James R. Adamson, Cheryl L. McAlpin, Lawrence J. Chapel, Joey C. Fischer, Nigel Mends, Samuel A. Prestipino, Kent L. Shepherd, Vern E. McCants. ♦



The Report to the 52nd Legislature is now available. Can't get one in your office? Please request one from the Information Unit—anyone who's interested is welcome to have one.





Montana Department of Highways  
Organizational Chart  
February 7, 1991

## Worker of the Year

Dan Williams, Equipment Operator I in the Butte Division, received the Maintenance Man of the Year award from the Montana Highway Users' Federation on February 7 in Helena.

The award was presented at a banquet attended by several family members and Director Rothwell.

Williams received the award for developing a public awareness program on winter driving and snowplow operations. The program was put together on his own time and has been presented to numerous Driver Education classes.

Rothwell said the program has been well received, in large part because it's well done and the information comes "from the horse's mouth"—a snowplow operator telling new drivers what snowplowing is all about.

Williams came up with some clever ways to get the message across to kids—designed a logo and had some T-shirts made. He's now working on a videotape so the program can be taken statewide.

"Communication is one of the keys to improving service to the public and Dan's put together an important message all Montanans should hear," Rothwell said. ❖

## Labor Negotiations Under Way

Labor negotiations are well under way at the department, according to Russ McDonald, Human Resources Division Administrator.

McDonald said economic negotiations were held twice in October with MPEA. Mediation was requested and another meeting was held December 8, but attempts at mediation failed. MPEA's pay proposal has been introduced as House Bill 259 by (continued on next page)

## From Missoula— Excellence Awards

The Missoula District recently established employee excellence awards. Each supervisor made recommendations and final selections were made by District Engineer, Jim Weaver. Each award winner received a gift certificate to a local restaurant and a commemorative plaque, purchased with funds donated by the supervisors. The winners' names were entered on a large plaque located in both the district and area offices.

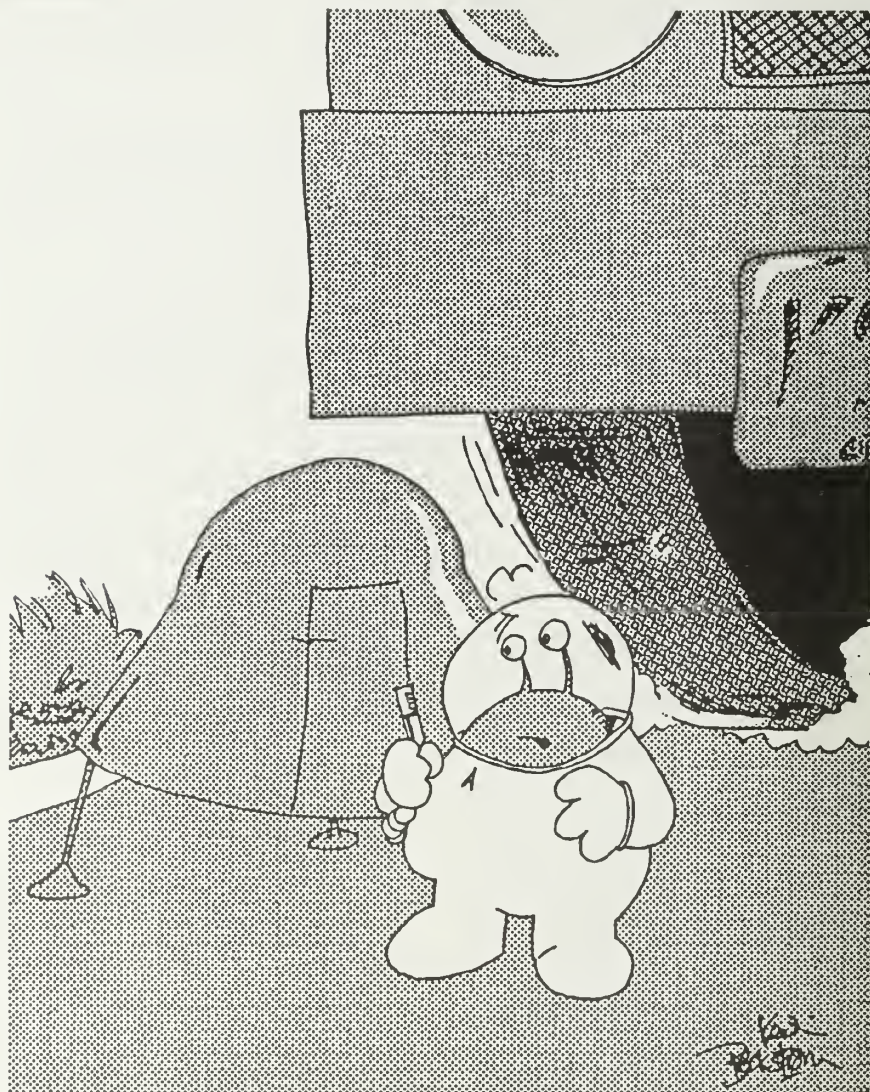
The employees who received the awards were:

**Ed Foy**, employed by MDOH since 1984, received five promotions and is presently an Engineering Technician III at the Troy-Libby project. Ed's dedication and sincere hardworking attitude result in high quality road construction projects in western Montana.

**Norman "Buddy" Jensen** was selected by the Highway Users' Federation as the 1989 Maintenance Man of the Year for his work as section supervisor in the Noxon area of western Montana. In addition, he received the employee excellence award for his long-term dedication to maintaining the state roads in his section. Buddy, employed by the department since 1968, was section supervisor since 1981. Most recently he embarked on a right-of-way cleanup project, removing trees and brush from the roadways to eliminate hazardous situations. He retired in March of 1990 and will be missed in the Noxon area.

**Denny Foy** and the design crew, **Loran Frazier**, **Richard Petersen**, **Patrick Hastie**, **Sandy Dorsett** and **Jim Anderson** completed ten special projects in addition to their regular work load. At the same time, they learned to use the new CADD system. The staff handled the extra work with a positive attitude that reflected the quality and quantity of accomplished work.

**Lowell "Sonny" Trusty** of the Lolo Pass maintenance section received the employee excellence award for his dedication to maintaining state roads in that area. Sonny began working for the department in 1980 as a temporary truck driver and became a permanent employee five years ago. Presently, he is an Equipment Operator II. Because of his expertise in equipment operation, he's been the Missoula Division truck driver and equipment operator trainer for the last four years. He's also active on numerous employee selection committees. This award was presented in recognition of his outstanding dedication. ♦



"I'M ON A HARD, BLACK SURFACE. TO MY RIGHT IS A SOLID WHITE LINE AND FOUR GLUCKS TO MY LEFT IS A SOLID YELLOW LINE. BEHIND ME I CAN HEAR A LOUD, RUMBLING SOUND..."

*Cartoon courtesy of Kevin Beckstrom and the Utah DOT, Salt Lake City, Utah.*

## New FHWA Administrator

Hank Honeywell, a 28-year career FHWA engineer and native of Oregon, is now in Helena and getting acquainted with Montana and Montanans. Honeywell replaces Roger Scott, who retired late last year.

Most recently, Honeywell was Deputy Division Administrator in Arkansas. Early conversations with the new administrator have been positive and encouraging. The department is looking forward to continuing a positive relationship with the local FHWA contingent, according to department staff. ♦

*(labor, from previous page)*

Representative Vicki Cocchiarella (D-Missoula, and the first hearing was held February 1.

Negotiations with the American Federation of State, County and Municipal Employees (AFSCME) were held December 15 in Helena and proposals were exchanged January 12 and February 16 in Lewistown. McDonald said the state brought 14 proposals to the table and AFSCME brought 37. Another session is scheduled for March 23 in Helena.

Six sessions were held with the Crafts union, he said. Tentative agreement was reached on all issues. ♦